Grade: Senior Scientist

Date of publication: 2024

Department: BU Research Services, BU Drud Discovery and BU Colocated Research

Hierarchy: from grade PM

Prerequisites: PhD in relevant field with more than 2 years of experience. BSc/MSc in relevant field with more than 10 years of experience.

Purpose of the job

A Senior Scientist supports projects by bringing scientific expertise in the field. He/she designs and organizes research. Senior Scientist analyzes data in compliance with the project requirements and timelines.

Missions and tasks

Scientific missions:
- Discuss/challenge with project leader the proposed strategy. Understand the project objectives and delivery constraints.
- Translate strategy into realistic experimental plan.
- Design and implement experimental work in the laboratory according to required scientific and HSE standards.
- Organize, coordinate, and prioritize own tasks.

- Adapt strategy quickly on incoming data and ensure implementation.
- Analyze data in an efficient and correct manner, take a critical look at the results, and translate data into presentable format.
- Position own generated data in bigger picture of project.
- Able to troubleshoot.
- High level of technical skills demonstrated by high efficacy in performed tasks.
- Have expertise in the field, deep understanding of scientific background and technologies.
- Make proposals to answer scientific questions.
- Have broad insight into equipment and techniques available at NovAliX, and be able to advise other peers on the use of specific equipment.
- Possibly responsible for lab equipment and/or expertise in technical area (e.g. high content analysis, statistics).

- Review literature and share scientific insights to peers/management.
- Provide accurate and concise summaries helping decision making.
- Convey ideas/concepts/analysis in an appropriate manner to both technical and nontechnical audiences.
- Understand recent development in own area of expertise and propose and implement improvements to current work methods.
- Act as a role model according to the NovAliX values.
- Train more junior colleagues in the area of expertise.
- Ensure standards for NovAliX and efficient way of working are transferred.

General tasks:
- Follow and apply IT rules, especially concerning cybersecurity. Signal rapidly to IT department any issues or breaches in our security integrity.
- Know and follow the HSE rules applicable to the activity: chemical labs, L2, ...
- Comply with HR policies and NovAliX rules.
- Adhere to NovAliX values.

General knowledge:
- Fluent in English (spoken and written).
- Good writing skills.
- Proficiency in office software (Word, Excel, Power Point) and communication tools.
- Proficiency in job-specific software.

1. **Collaboration**
2. **Analysis/Problem solving**
3. **Being Organized**
4. **Communication**
5. **Being Impactful**
6. **Client Focus**
7. Innovation/Creativity
8. People Management
9. Growing the Business
10. Leadership

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